

The Indiana **CLEO** program

**THE INDIANA CONFERENCE FOR
LEGAL EDUCATION OPPORTUNITY**



**A Program of the
Indiana Supreme Court**



What is Indiana CLEO?

In the Spring of 1997, at the urging of Chief Justice Randall T. Shepard, the State of Indiana launched an ambitious effort to increase the number of minority, low-income, or educationally disadvantaged students in Indiana's law schools. The Indiana Conference for Legal Education Opportunity was patterned after the well-known national CLEO program. Indiana's program takes approximately 30 college graduates who have applied to any of the state's four law schools and exposes them to a six-week Summer Institute immediately before they begin law school. The Summer Institute is conducted at an Indiana law school to prepare students for the special nature of legal study. Successful completion of the Summer Institute qualifies students for an annual stipend of \$5,000 to \$7,000 to assist them in completing their legal education at an Indiana law school.

Who is eligible for Indiana CLEO?

Indiana CLEO is designed to focus on minority, low income, or educationally disadvantaged students who have applied to an Indiana law school. Applicants must have a bachelor's degree and enter an Indiana law school immediately after completing the Summer Institute.

What should I expect at the Summer Institute?

At the Summer Institute, students are introduced to the areas of law they will study during their first year of law school. Law school professors are the primary instructors and offer both traditional classroom instruction and tips for success in law school. This mixture of challenging scholastics and practical advice prepares Indiana CLEO Fellows for the rigors of their upcoming law school experience.

Who pays for the Summer Institute?

Indiana CLEO pays for the room, board and cost of instruction for the Fellows throughout the Summer Institute.

Summer Institute

Rigorous. Enlightening. Exciting. Rewarding.

Those are the words that Indiana CLEO Fellow Chasity Thompson uses to describe the six weeks she spent at the Indiana CLEO Summer Institute at the Indiana University School of Law – Indianapolis in 1999.

"It facilitated a smooth transition from graduate school to law school," she said. "Like most incoming students, I feared the unknown world of law school and did not know what to expect. The Summer Institute helped me prepare for law school intellectually and emotionally."

She believes the Summer Institute provides an invaluable foundation for law school studies. "The advice we received and the study habits we learned at the Summer Institute have proved beneficial throughout law school," she said.

For Charise Frazier, the six weeks she spent at the first Summer Institute gave

her "an edge I wouldn't have wanted to give back for anything."

For Bob Peppiatt, her classmate at that Summer Institute in 1997, "the most important thing was that CLEO gave me a lot of confidence."

Shontrai Irving, who was among the 30 Fellows at the 1998 Summer Institute at the Valparaiso University School of Law, gained a discipline which has been a key to his success in law school. "At least I knew I could do it," he said.

Indiana CLEO Fellows are unanimous in their praise of the Summer Institute program, in their support for their colleagues in the Indiana CLEO program, and in their heartfelt appreciation at the chance to get a head start on the daunting challenge that is law school.

No one captures that spirit better than Jacqueline Dowdell of Fort Wayne, a single mother who went

back to school in 1993 after 10 years away from education. After earning a bachelor's degree from Indiana University-Purdue University at Fort Wayne, Dowdell set her sights even higher.

"I thought I had a clue," she said. "I thought I knew what it meant going to law school. I didn't."



"It [Indiana CLEO Summer Institute] was serious. It wasn't summer camp – it was boot camp."

— Indiana CLEO Fellow Jacqueline Dowdell



"Like most incoming students, I feared the unknown world of law school and did not know what to expect. The Summer Institute helped me prepare for law school intellectually and emotionally."

— Indiana CLEO Fellow Chasity Thompson

Dowdell said she didn't know how she was going to be able to afford law school. "I didn't have a penny in my pocket." And even when the Indiana CLEO opportunity came along, she didn't fully realize the program's potential to help her in her quest. She thought she was headed for six weeks of light instruction.

"It was serious," she said. "It wasn't summer camp – it was boot camp. This took a commitment."

A commitment she now savors.

"I don't know if words can express how grateful I am for this program," she said. "If I had arrived at the doorsteps of law school at Indianapolis for the first day of class, I probably would have given up. It would have been overwhelming."

Doneaka Rucker, who worked as a paralegal before setting her sights on law school, knows about such added confidence.

"I did that – I survived," she said with a broad smile.

Deborah Nolan holds a master's degree from the University of Florida and taught theater in Evansville before attending law school. She saw the Summer Institute as a dry run, especially the five examinations.

"Writing a law school exam answer is an art form," she said. "Nice to get five tries when it doesn't count."

Nolan knows she runs the risk of

sounding patronizing when she says she feels sorry for first-year law students who haven't had the Indiana CLEO experience.

"It's an incredible head start," she said. "My anxiety level was down."

Corey Scott, who spent the previous couple of years working at a juvenile detention center after graduating from Indiana State University, had similar doubts about his chances at law school.

"No way in the world I would have gone into law school if I had not (attended the Summer Institute)," he said. "(At the Summer Institute) you can gain experience without all the bumps and bruises. You find the kinks and work them out before the fall."

"CLEO may be temporary, just six weeks," Scott added, "but the things we've learned are timeless."

Bert Owens, several years Scott's senior, had different reasons to be nervous as he approached the Summer Institute at Valparaiso. A former state trooper who has spent more than a decade on active duty with the Indiana National Guard, Owens is accustomed to success.

"I was scared to death," Owens said, "because I did not want to fail."

Owens is succeeding, under tough conditions. While serving as Lieutenant Colonel Owens by day, he attends law school at night.

"Every one of us has the ability to be successful," he said. "And we owe it to the CLEO program to be successful."

How does the stipend work?

Indiana CLEO Fellows who successfully complete the Summer Institute and become certified graduates of the program will be eligible for a stipend. The stipend is typically paid in equal installments at the beginning of the fall and spring semesters. Certified Indiana CLEO Fellows must be admitted to an Indiana law school, and maintain good academic standing. Stipends may be awarded for up to three successive academic years if the student remains eligible.

What are some other benefits of the Indiana CLEO program?

The Indiana CLEO program seeks to provide a variety of services to assist its Fellows in excelling in law school and later becoming members of the Indiana legal community. Indiana CLEO has a tutorial program for first year law students and a summer jobs program which assists students in securing summer employment in the Indiana legal community. Indiana CLEO offers numerous networking opportunities for Indiana CLEO Fellows with members of Indiana's bench and bar. Indiana CLEO also provides bar review assistance for graduates as they prepare for the Indiana bar exam.

How do I apply to the Indiana CLEO Summer Institute?

Applications are available each fall for the following year's Summer Institute by contacting the Indiana CLEO program at the Indiana Supreme Court's Division of State Court Administration, 317/232-2542 or 800/452-9963, or by visiting our website at www.in.gov/judiciary/cleo.

Legislative History

Time was running out on House Bill 1677 . . .



Chief Justice Randall T. Shepard

Time was running out on House Bill 1677. Only two hours until the end of the 1997 Session of the Indiana General Assembly, and the bill containing the provisions to establish the Indiana CLEO program had just arrived for a Senate vote.

State Rep. Jesse Villalpando, now a judge of the Lake Circuit Court, remembers that evening well. A technical problem had surfaced with the bill, delaying its emergence from conference committee – and placing it outside the Senate's hard-and-fast rule that no legislation could be voted upon without four hours of deliberation time.

But Villalpando, who ran for the House of Representatives as a Democrat, found a willing ally in Sen. Bob Garton, a Republican and the Senate's president pro tem. Garton suspended the rule – a rarity in the Senate – and the Indiana Conference for Legal Education Opportunity was suddenly a reality.

"I give plenty of credit to Bob Garton," said Villalpando, who authored the bill and carried it along with Rep. Earl Harris through the lower house. "He personally authorized the rule to be waived, and that gave life to the bill."

Garton remembers that evening well, but doesn't want that much credit.

"It was the right thing to do," said

Garton, who points out that the Indiana CLEO program obviously had broad-based support, because a two-thirds vote was required to suspend the Senate rule.

Garton said the bipartisan support can be traced to Chief Justice Randall T. Shepard, who conceived the legislation after the national CLEO program was being threatened in a cutback-conscious Congress.

"Members of the judiciary and the legislature came together," said Villalpando. "It was tenuous at the end, but not because there was criticism of the program." He explained that the Indiana CLEO provisions were attached to other bills, a tactic

"It was the right thing to do."

— Sen. Bob Garton

usually done to broaden support. The problem that surfaced was technical in nature, not substantive.

Villalpando's sponsorship of the Indiana CLEO bill involved a bit of kismet – because when Shepard called him seeking a sponsor for his idea, the Chief Justice was not even aware that Villalpando himself was once a national CLEO Fellow.

And so it was especially poignant in the summer of 1997, just a few months after the end of the Indiana General Assembly, when Villalpando served as keynote speaker at the end of the first Summer Institute.

Legislative support for Indiana CLEO remains strong. In 1999, with little debate, the Legislature increased the Indiana CLEO appropriation by \$75,000 to allow for previously unfunded administrative and staff costs. Legislators are frequent guests at Indiana CLEO gatherings, and the Chief Justice consistently updates legislators on the Indiana CLEO program as part of his State of the Judiciary speech. Each new class of Indiana CLEO Fellows is invited to attend that speech.



Chief Justice Randall Shepard joins Governor Frank O'Bannon as he signs the Indiana CLEO bill. See Indiana Code Section 33-2.1-12-1 et. al.



A Matter of Diversity

"I was amazed at how well we bonded."

Jenn King was a bit startled to find herself in the Indiana CLEO program. She was even more surprised when she arrived on the campus of the Valparaiso University School of Law for the Indiana CLEO Summer Institute.

"I was surprised with the diversity," said King, a Caucasian woman who attended law school immediately after obtaining an undergraduate degree. "I'm a foster child, from an inner city school. I fit the profile somewhere."

Her first observation was that a majority of the Fellows in her class were so-called non-traditional students – students who began law school later in life or had overcome economic or physical obstacles which might have deterred others. Then she noticed one Fellow from Puerto Rico, another from Mexico, a third from Nigeria, all with Hoosier ties.

"We all came from different backgrounds, but we were there for a common purpose," King said. "I was amazed at how well we bonded."

The relationships developed during the Summer Institute and beyond between students of varying cultures and backgrounds are an important part of the Indiana CLEO experience, according to Alfred C. Aman Jr., Dean of the Indiana University School of Law - Bloomington.

"(The Indiana CLEO Fellows) share different life experiences and life perspectives with each other. The questions they raise enrich the program," he said.

That feeling is shared by CLEO Fellows who are practicing lawyers, as well as those still in law school.

"The way we bonded, we all considered ourselves family," said Terry Tolliver, an Indiana Deputy Attorney General of Asian ancestry who was part of the first Indiana CLEO class. Tolliver, who graduated from the Indiana University School of Law – Indianapolis in 2000, said the bond continued throughout law school, and not just among the students at his law school.

"If one of us didn't hear from someone in the group, we'd always call to see if everything was all right," he said.

Chasity Thompson, a 1999 CLEO Fellow who is African American, believes each Fellow represents a unique piece of fabric joined to create a strong and diverse quilt.

"The friendships we developed in the Summer Institute created a support system for our first year of law school and beyond," said Ms. Thompson, who has held a variety of leadership positions at Indiana University School of

Law – Indianapolis and will clerk for Chief Justice Randall T. Shepard after graduation. "Like the pieces in the quilt, we are different, but we also are one. Although we made other friends, it was comforting to know that the Indiana CLEO 'quilt' was still available for us when we needed warmth and support."

While Ms. Thompson was 24 when she began law school classes, Indiana CLEO Fellows Carol Lewis and Mavis Gee entered law school in their 50's.

Ms. Gee sold her home but still needed additional assistance to be able to afford to attend Indiana University School of Law - Bloomington. "I was so excited I cried when the (Indiana CLEO application) packet came. I didn't know this type of thing was even available," Ms. Gee said.

Ms. Lewis, who is in a wheelchair as a result of polio contracted as a child, views the different backgrounds and perspectives of the Fellows as an "amazing" benefit of the Indiana CLEO program. Shawn Peterson, a 2000 CLEO Fellow raised on an Indiana farm and now attending Notre Dame Law School, agrees.



"The best attribute (of the Summer Institute) were the people from all walks of life. Everyone would have a different take on discussion topics. It was interesting to see experiences through a different set of lenses," Peterson said.

Tricia Zorn, a 2001 Indiana CLEO Fellow, is accustomed to overcoming obstacles and performing well in the face of intense competition such as that found in law school. Legally blind, she is a champion Paralympic swimmer who taught in the Indianapolis Public Schools before applying to law school.

"The program is giving you the tools to go out and work," said Zorn. "What you choose to do with those tools is up to you."

The Faces of Indiana CLEO

Nobody expects law school to be easy.

There is the endless reading. Legal language that leaves you confused even after a late-into-the-night study session. There are the tough-talking professors who will challenge you, question you, try to trip you up. And then there is the pressure of knowing your fate hinges on just one final crucial exam.

The graduates of the Indiana Conference for Legal Education Opportunity program - Indiana CLEO for short - won't say law school wasn't a challenge. But they will tell you

that attending the Indiana CLEO Summer Institute made them feel better prepared, confident and not so terrified when they sat down in that first first-year class.

"The unknown was the scariest part," said Eric Crockett, who attended the 1997 Indiana CLEO Summer Institute and now is a deputy prosecutor with the Marion County Prosecutor's Office. "But CLEO really exposed us to a lot of the the law school nuances ... how to be diligent, how to continually

ask questions and leave no stone unturned.

"My first semester would not have gone as well as it did without CLEO. I knew if I just kept my nose to the grindstone, like I did in the CLEO program, something good was going to come out of it."

And many Indiana CLEO fellows say the program's benefits go well beyond eliminating first-year jitters. It's helped them meet prominent lawyers and judges - and land good jobs.



Tanya R. Hatfield

Indiana CLEO 1997
Indiana University School of Law - Indianapolis 2000
Admitted Indiana Bar 2000

"I don't think I'd be in the position I'm in now without CLEO," said Tanya R. Hatfield, who is an attorney with the Indianapolis firm of Ice Miller. "CLEO paved the way."

In 1997, Hatfield was the single parent of a 2 1/2 year old boy and considering a career change that would mean facing the daunting prospect of entering law school. She already had a job coordinating a state education program for at-risk students. But she had always been drawn to the law.

She was a little nervous, of course. And Indiana CLEO was just what she needed.

"I had the sense of floating around wondering if I was going to be able to do it," said Hatfield, who is originally from Terre Haute. "But at CLEO, we learned about the law, we learned how to think like a lawyer or at least how law professors want you to think.

"It put me ahead of the ballgame, mentally."

Indiana CLEO's academic preparatory classes included topics like legal writing - a crucial skill, says the 27-year-old Hatfield, but a concept she had never even heard of prior to the Summer Institute.

And maybe most beneficial was the bond she formed with her fellow classmates - people she could count on during future challenging years at the Indiana University School of Law-Indianapolis.

"The first day of law school I knew 10 to 15 people. The bond already had been established."

Hatfield landed a job with the Indiana Court of Appeals during her first year, and she credits Indiana CLEO for playing a large part in her selection for that prime position.

"It's an opportunity of a lifetime. You reap so many benefits from it ... I really look at God blessing me through CLEO. CLEO paved the way."



Erica Franklin

Indiana CLEO 1997
Indiana University School of Law - Indianapolis 2000
Admitted Indiana Bar 2000

During the Indiana CLEO Summer Institute she attended, Erica Franklin got a chance to meet Judge Viola Taliaferro, an African-American woman. It left a distinct impression.

"I didn't even know a lawyer before I went into the CLEO program. It was awesome to meet her and interact with her. She was caring and encouraging; it was a great networking opportunity," Franklin said. But even more than that, it made me think, 'Look what she's done and I can do it too'."

Franklin had finished her undergraduate degree in May 1996 and was living in her first apartment, on her own, and working in her chosen field of pharmacy. But she always wanted to pursue the law.

An Indiana CLEO fellowship was a great opportunity, she said. So she took vacation time for the six-week Summer Institute and drove back to work every weekend from the institute, held in Bloomington that year.

It was worth it, says the 29-year-old who is now headed to a job with the U.S. Department of Justice in Washington, D.C.

"CLEO has meant so much to me. It just represents opportunity," she said. One such opportunity: clerking for Chief Justice Randall T. Shepard. Without CLEO, she believes she would not have landed that assignment, she said.

The program introduced her to the legal terms she'd encounter in school and alleviated some of her anxieties, she said.

"I was more confident. More ready to jump in. A lot of my friends who were not CLEO fellows were just overwhelmed those first couple weeks of law school," Franklin said.

And like other CLEO Fellows, Franklin says the annual stipend provided to CLEO Fellows was a terrific help with law school expenses.

Marisol and Rafael Sanchez

Indiana CLEO 1999

Indiana University School of Law - Bloomington
Anticipated Graduation Date 2002



Marisol and Rafael Sanchez are the only husband and wife who've tackled Indiana CLEO together. Both participated in the 1999 Summer

Institute and expect to finish law school at the Indiana University School of Law-Bloomington in May 2002.

Both can attest to the program's benefits and say it has a lot to do with their decision to live and work and make a future in Indiana. With the connections they've made here through Indiana CLEO, Rafael Sanchez said, "we'd be foolish to leave."

The couple are originally from Puerto Rico, but moved to Indiana in 1996. Marisol Sanchez had participated in an exchange program at Indiana University-Purdue University Fort Wayne, and the couple felt Indiana would be a good place for both of them to embark on law school.

For a few years, they both worked as bank managers, preparing to apply and get into a law school. The Indiana CLEO program was an incredible opportunity, they said.

"The last time we had taken classes was three years prior and it was in Spanish in Puerto Rico. We knew it was going to be different and hard, based on taking the LSAT. This was the best way to ease us into law school," said 28-year-old Marisol Sanchez.

For the Sanchezes, the stipend was extremely helpful - considering they are footing the bill for two law students at once. And the networking opportunities have been beneficial. Marisol Sanchez will be clerking for Chief Justice Shepard after graduation, an opportunity greatly influenced by her Indiana CLEO fellowship, she said.

Rafael Sanchez clerked for the Indiana Tax Court, "and that opportunity opened doors for me elsewhere," he said.

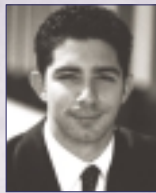
Joe Villanueva

Indiana CLEO 1997

Indiana University School of Law - Bloomington
2000

Admitted Indiana Bar 2000

Joe Villanueva was the first in his family to go to college, the first to get a post-graduate



degree. He made his family proud, he said, and Indiana CLEO helped him reach his goals.

Villanueva was a Fellow in the 1997 Summer Institute, an experience that made for a smooth transition into classes at Indiana University-Bloomington, he said.

"One of the most beneficial things was being in a law school setting. It did give us a heads up and let you hit the ground running," said Villanueva, who now is a deputy prosecutor in Johnson County and graduated from law school in May 2000.

He made lasting friendships during that six weeks, people with whom he still keeps in touch. And he gained a little insight into what to expect: how to write briefs, for example, and the way law professors conduct classes in a more confrontational manner than students might encounter in undergraduate programs.

"It really helped those of us who had no legal experience," said the 25-year-old, who now lives in Bargersville, Ind.

Indiana CLEO really functions as a mentor - kind of like having a father, mother, aunt or uncle in a prominent law firm to show you around, Villanueva said.

Eric Crockett

Indiana CLEO 1997

Valparaiso University School of Law 2000
Admitted Indiana Bar 2000



A few years ago, Eric Crockett watched the attorneys in Marion County Superior Court, observing their technique, watching their demeanor and making note of what worked.

Crockett was a bailiff for two years in that county's courts. But now he's the one arguing cases before juries as a Marion County prosecutor.

He participated in the 1997 CLEO Summer Institute, an experience that's had lasting benefits, he said.

"It is going to provide you things that you aren't going to get elsewhere," said the 29-year-old Crockett, who graduated from the Valparaiso University School of Law in May 2000.

"CLEO gave me a preview of what to expect. CLEO showed me, literally, this is the amount of material you may have to deal with and gave us an opportunity to work under the conditions and significantly different learning structure of law school," he said.

In the Indiana legal community, the Indiana CLEO program is well-known and respected, he said, and enhances his resume.

"I think it's given me a leg up," Crockett said.

Kristine DeGabrielle

Indiana CLEO 1998

Valparaiso University School of Law 2000
Admitted Indiana Bar 2001

Contemplating law school is pretty scary for any student. Try it as you are going through a divorce and raising five children.

Kristine DeGabrielle charged ahead, despite being a single mom with five kids,



and took on the challenge of law school. Indiana CLEO provided a helping hand she was happy to grasp.

"I wanted to be able to put my kids through college, to take care of them," DeGabrielle said about her commitment to finishing law school. When she began her first year at Valparaiso University School of Law in fall 1998, her children were 3-, 5-, 7-, 9- and 11-years-old.

Without her Indiana CLEO experience, DeGabrielle said she wonders if she would have made it this far.

"It gave me some confidence. I knew I could succeed if I went about it the way they taught me," said DeGabrielle, who is an associate attorney with the Fort Wayne firm of Christoff & Christoff.

DeGabrielle attended the 1998 Indiana CLEO Summer Institute. During the institute she learned about legal writing techniques and concepts, she said.

"Knowing how to write, what kind of questions to expect ... It was unbelievable how much better I felt knowing 'Hey, I can do this.'"

But maybe the best thing Indiana CLEO gave DeGabrielle was the assistance she needed to become an inspiration to her children. Three of them want to follow in her footsteps.

Focusing on Indiana Law Schools

From the start, the law schools embraced Indiana CLEO as a valuable tool for recruiting and retaining talented students.



www.iulaw.indy.indiana.edu

Norman Lefstein

Dean, Indiana University School of Law – Indianapolis

“We have made great strides in the last decade,” he said “(Indiana CLEO) has enhanced our capability of enrolling minority students. . . It has brought to law schools very talented students of diverse backgrounds who would have been attracted to law schools of other states had they not been involved with (Indiana CLEO).”

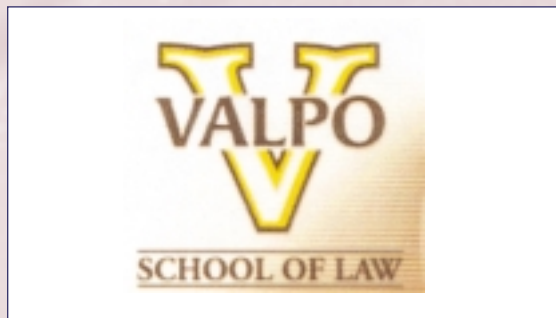


www.law.indiana.edu

Alfred C. Aman Jr.

Dean, Indiana University School of Law – Bloomington

“Truthfully, the only way to make this program better would be to make it bigger.”



www.valpo.edu/law

Jay Conison

Dean, Valparaiso University School of Law

“Lawyers are not only people who can solve immediate problems; they have a special place as people who have a responsibility for the effective functioning of our legal system. Those who fill those roles need analytical skills, but also an understanding of people and of justice — the broader the base, the more effective they can be.”



www.nd.edu/~ndlaw

Patricia O'Hara

Dean, Notre Dame Law School

“Attorneys are needed from all walks of life. Clients often seek attorneys who are ethnically diverse and who can bring to the table a variety of life experiences. The Indiana CLEO program provides highly capable individuals from diverse backgrounds with a running start to succeed in law school.”

Networking

Indiana CLEO provides exposure to leaders in the legal community.

Indiana CLEO Fellow Carol Lewis has many positive things to say about the Indiana CLEO program, but she believes “the networking is the best part.”

“The exposure you get to judges, legislators and lawyers is wonderful and inspiring,” she said.

This contact with leaders in the legal community begins with the Summer Institute. Chief Justice Randall T. Shepard always meets with each new class of Fellows, and visits by other appellate and trial court judges are not uncommon. Students typically tour at least one large law firm during the Summer Institute and are able to connect with practicing attorneys and firm recruiters at this early stage.

Such opportunities only increase once the Fellows begin law school. In 2000, U.S. Supreme Court Justice Clarence Thomas traveled to Indianapolis for a speaking engagement. Indiana CLEO arranged for all of the Fellows to attend the speech, and at Chief Justice Shepard’s invitation, Justice Thomas afterward met privately with the students.

“Justice Thomas spoke to each of us about school and our plans for the future. He took the time to shake each of our hands,” said Jana Matthews, a 1997 CLEO Fellow who now serves as the Indiana CLEO Coordinator. “To be able to speak to a member of the U.S. Supreme Court was an incredible honor. We all came away from the experience inspired and grateful.”

A year later, Justice Anthony Kennedy spoke to a large group of Indiana CLEO Fellows on the day before he helped dedicate the new Indiana University School of Law – Indianapolis building.

“How many lawyers, much less students, can say that they have met two U.S. Supreme Court Justices?” Ms. Matthews asked. “These are the type of invaluable opportunities which Indiana CLEO provides. Being exposed to leaders of this caliber cannot help but raise the bar for all of us and inspire us toward similar success.”

Chief Justice Shepard always invites CLEO Fellows to the State of the Judiciary address, and judges and legislators routinely are invited to and attend Indiana CLEO events. The Indiana CLEO summer jobs program connects the Fellows with employers in the Indiana legal community as early as their first year in law school.

Terry Tolliver, one of the first Indiana CLEO Fellows and now an Indiana Deputy Attorney General, encour-



Justice Anthony Kennedy speaks to the Indiana CLEO Fellows.

Being exposed to leaders of this caliber cannot help but raise the bar for all of us and inspire us toward similar successes.

— Jana Matthews, Indiana CLEO Coordinator

ages all Fellows to take advantage of the networking opportunities provided to them. In particular, he credits the Indiana CLEO Advisory Committee for helping students to connect with the bench and bar. By statute, at least three judges and two attorneys serve on the Indiana CLEO Advisory Committee.

Lake Circuit Court Judge Lorenzo Arredondo, who has served on the Committee since its inception in 1997, believes his duties go far beyond helping to shape policy for the Indiana CLEO program. He takes a personal interest in the Fellows, advising them on employment and academic matters and encouraging them throughout their law school classes. He hires several Fellows each year to work in his office and has helped several Fellows locate employment in the northeastern Indiana area in which he lives and works.

With too many graduates of Indiana colleges leaving the state for greater opportunity, the bond being created here cannot be underestimated, according to academic leaders.

“Not only because of the Summer Institute, but all of the follow-up programs the Chief Justice has implemented, Indiana will be a more attractive option for those students,” said Frank Motley, who directed the first Summer Institute at Indiana University School of Law – Bloomington and served for many years as the Admissions dean at the Indiana University School of Law – Bloomington.

Summer Jobs Abstract

Indiana CLEO's commitment to its Fellows extends beyond the classroom.

Indiana CLEO's commitment to its Fellows extends beyond the classroom.

In addition to offering academic and financial assistance, Indiana CLEO sponsors a summer jobs program, in which students are linked with employers within the Indiana legal community. Indiana CLEO recruits the employers, who include judges, courts, law firms, corporate legal departments, non-profit organizations, and government agencies.

Jana Matthews, Esq.,
Indiana CLEO Coordinator



"The networking opportunities that the summer jobs program affords are tremendous..."

— Jana Matthews

been a nice complement to what college placement does for the student. They use CLEO as a conduit for firms to recruit."

The students apply directly to the employers participating in the summer jobs program, and the employers independently decide whom to interview and hire for their available positions. Each employer establishes the wage, hours and length of employment for the position within the employer's office.

In some cases where the employer cannot afford to pay a competitive wage, Indiana CLEO steps in to provide a stipend to the student. Such assistance means that students may have the opportunity to fill a position which otherwise would not exist.

Barnes & Thornburg, one of Indiana's largest law

firms, views the program as an opportunity to diversify the pool of candidates interviewed.

"It helps us to see some students we might not normally see through on-campus interviews," said Debbie Snyder, Barnes & Thornburg's Director of Recruiting. "We have met some great candidates through this program . . . These candidates seem to have something in their background or experience which makes them stand out."

Barnes & Thornburg hired Indiana CLEO Fellow Yolanda Edwards through the summer jobs program in 2001 and asked her to return as a summer associate the next year.

She first visited the firm and met several of its attorneys when the firm sponsored an event during the Summer Institute she attended at Indiana University School of Law – Bloomington in 2000. She liked what she saw then and later was heartened to see that Barnes & Thornburg was involved in the summer jobs program. The fact that an Indiana CLEO Advisory Committee member worked at Barnes & Thornburg only made the firm more attractive to her.

She believes the summer jobs program offers a wonderful introduction to the legal culture, particularly for minorities who may not have had such exposure.

The Indiana Supreme Court Division of State Court Administration has participated in the summer jobs program since its inception. "We have recruited truly outstanding law students through the Indiana CLEO program," said Lilia Judson, the Executive Director of the Division of State Court Administration. "These students have exhibited extraordinary dedication, tenacity and diligence."

"As an employer, I see the CLEO summer job program as a win-win opportunity. The students gain valuable experience, and we gain valuable help."

The experience the Fellows gain often translates into permanent jobs in the Indiana legal community. That was the case for Jana Matthews, a member of the first CLEO class. She worked in the Division of State Court Administration as an intern and joined the Division staff after law school graduation as a staff attorney and Indiana CLEO Coordinator.

"The networking opportunities that the summer jobs program affords are tremendous," Matthews said. "As an intern, I had the opportunity to work along side veteran attorneys and get a first-hand glimpse of the inner workings of the court system. I was able to prove myself in an internship, and that experience really put me a step ahead when a permanent position came along."

Indiana CLEO Success Stories

Reflecting the wonderful character and fortitude of the CLEO fellows...

When Indiana CLEO began helping minority, educationally disadvantaged and low-income students pursue law degrees in Indiana in 1997, all involved were optimistic about the impact the program could have.

No one predicted, however, the level of success that the program actually achieved in its first five years.

During that time, Indiana CLEO helped 147 students pursue an education at one of Indiana's four law schools. Of that total, 132 either graduated or were still in law school. Two of the students deferred their law school enrollment for personal or family reasons, expecting to return after a semester or two away. That leaves only 13 students who started the program but later decided to withdraw.

"A few of those 13 left law school for health reasons, a few left for academic reasons, and a few left to pursue other graduate degrees," said Chief Justice Randall T. Shepard, who chairs the nine-person Indiana CLEO Advisory Committee and supervises the operation of the program. "Given the fact that we are dealing with individuals who already have had to face any number of obstacles before they started law school and many who have continued to face those obstacles while in law school, this attrition rate is remarkable."

"I believe it reflects the skill of the Advisory Committee in selecting talented students who can benefit most from Indiana CLEO's assistance. It also says a lot about the preparation that the Summer Institute provides to the students as they enter law school and the support system Indiana CLEO gives them throughout their law school experience through academic enhancement programs, financial assistance, job placement, mentoring, and personal encouragement."

"Most of all, though, it reflects the wonderful character and fortitude of the CLEO Fellows themselves."

The first five classes of Indiana CLEO Fellows have an impressive list of accomplishments. During commencement ceremonies in May 2000, all four Indiana law schools chose an Indiana CLEO Fellow to speak.

More than a dozen of the Fellows from the first five Indiana CLEO classes have served, or are serving, as editors of law journals. Two Fellows are serving as Associate Justices of the Moot Court societies at their law schools and have been named to the Order of Barristers. Four Fellows were elected president of the

National Black Law Students Association at their law schools. Two Fellows have served as president of the Hispanic Law Students Association at their law school. Another Fellow served as president of the Asian Law Students Association at her law school.

Chasity Thompson, Indiana CLEO 1999, was selected to serve as the only student member on the Faculty Appointments Committee at the Indiana University School of Law - Indianapolis.

At least one student has received an international fellowship. Amin Husain, Indiana CLEO 1998, received a Snyder Fellowship to study at the University of Cambridge in the United Kingdom in Fall 2001. In addition, Ayoade Adewopo, Indiana CLEO 1999, interned with the Hong Kong National Government's Equal Opportunity Commission.

These law school achievements have translated into professional success. Several of the Fellows from the inaugural class graduated near the top of their law school class and are working at Indiana's

largest law firms. Erica Franklin, Indiana CLEO 1997, served as a law clerk for Chief Justice Randall T. Shepard before being named a United States Department of Justice Honors Attorney. Three Indiana CLEO Fellows will clerk for Indiana Supreme Court Justices beginning in Fall 2002.

"These statistics reflect that this program works," Shepard said. "When you give bright, deserving individuals the appropriate tools, they will be successful."

PAVING THE ROAD TO SUCCESS...

- Six-Week All Expense Paid Summer Pre-Law School Institute
- \$5,000 - \$7,000 Stipend Per Year
- Networking Opportunities
- Summer Employment Program
- Bar Review Assistance



Indiana CLEO Summer Institute 2000

Why CLEO is needed...

Although minority participation in law school and the legal profession has increased over the last three decades, more should be done to attract minority men and women to the profession. Outreach efforts by the legal system can and do counteract the shortage of minority lawyers. Citizens of Indiana should be proud of the fact that the Indiana CLEO program is at the forefront of this struggle.

"For America to thrive as a com-

mon society, the people from all parts in the society must have the chance to succeed in business, in politics, in labor, and in the professions – including the legal profession." Chief Justice Randall T. Shepard said.

Nationally, the results of an American Bar Association report published in 2000 clearly support the need for a CLEO program. Overall minority representation in the legal profession stood at just

12.7% in 2000. Of those, about 5.4% were African-American; 4.1% Hispanic; 3.1% Asian-American; and 0.2% Native American. The statistics for Indiana are not much better but are improving.

Fortunately, because of outreach efforts such as Indiana CLEO, the minority representation among law students across the nation has steadily increased over the years.

**Contact the Indiana CLEO
program at the**

**Indiana Supreme Court
Division of State Court
Administration, or call**

317/232-2542

or 800/452-9963,

or visit our website at

www.in.gov/judiciary/cleo